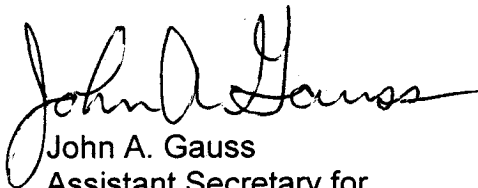


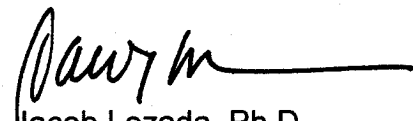
REFERENCE TO EXECUTIVE ORDER 13160

1. **REASON FOR NOTICE:** Executive Order (EO) 13160 prohibits discrimination on the basis of race, sex, national origin, disability, religion, age, sexual orientation, or status as a parent in federally-conducted education and training programs.
2. **EXECUTIVE ORDER 13160 GUIDANCE DOCUMENT:** This guidance is provided pending approval of VA Directive and Handbook 5015, Employee Development. All VA executives, managers, and supervisors will ensure that VA employees and other individuals who participate in VA-conducted education and training programs are not discriminated against based on race, sex, color, national origin, disability, religion, age, sexual orientation, or status as a parent. Individuals have a right to file a complaint if they think they have been discriminated against. Employees and non-employees may file complaints under the provisions of this EO. The complaint must be filed within 180 days of the incident. Remedies under the provisions of the EO are limited to non-monetary, equitable relief. All complaints will be referred to the Deputy Assistant Secretary, Office of Resolution Management, 810 Vermont Ave, NW, Washington, DC, 20420. Complaints of discrimination filed by non-employees who participate in VA – sponsored training will be forwarded to the appropriate Administration or staff office for processing. Further details of the complaint processing procedures under EO 13160 may be obtained through the Office of Resolution Management and the Internet at www.USDOJ.GOV/CRT/COR.
3. **RESPONSIBLE OFFICE:** The Office of Human Resources Management (053) is responsible for the contents in this VA Notice.
4. **RESCISSION:** This Notice is rescinded September 1, 2002, or upon approval of VA Directive and Handbook 5015, whichever occurs first.

CERTIFIED BY:


John A. Gauss
Assistant Secretary for
Information and Technology

**BY DIRECTION OF THE SECRETARY
OF VETERANS AFFAIRS:**


Jacob Lozada, Ph.D.
Assistant Secretary for Human
Resources and Administration

Distribution: VA Internet